

VOICE

JANUARY 2025

NEWSLETTER OF THE
ICF MUMBAI CHARTER CHAPTER

COVER POINT

A New Year Letter to Myself

We all need something to shoot at. Else we'll shoot at nothing and hit it every time!

And perhaps this is the way it is as a majority of us hurtle deep into another year without setting goals. January might still be used to catch up, if you have wisely felt that you simply deserved that December holiday rest and revelry. Point taken. Some others don't think it's good to look back, and they certainly don't think it's good to make New Year's resolutions. And that might have some merit too. As if to celebrate the occasion, the second Friday of January is known as Quitter's Day. It's the day you're most likely to give up on a New Year's resolution or goal.

Some studies show that as many as 23% of people who create a new year goal quit by the second week of January. Another suggests that by the end of the year as few as 8 % of people actually accomplish those resolutions. Yet, if you don't have any goals, there's no way to evaluate whether or not you're making progress.

Andrew Wommack, an encourager to tens of thousands, presents there are dangers associated with setting big goals for the year and making resolutions. If

we stretch ourselves too far, we are destined to fail. This just adds to our sense of guilt and frustration. There's of course a context to setting 'Big Hairy Audacious Goals' (BHAGs), which refers to a long-term energizing target, over 10 years or more. Even this should not be a long-shot or a pipedream, and should have a minimum of 50% chance of being achieved.

So how do we plan to achieve for the calendar year? Here are a few tips:

1. Visualise and pen down – As a man thinketh, so he is, says the proverb. In harnessing the limitless power of visualisation, How about a letter to your future self on December 31 looking back on your successes and the beautiful year that has been?



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A New Year Letter to Myself: The Power of Visualisation

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2. Set SMART goals and not too many – Specific, Measurable, Achievable, Realistic and Timely. And start inside out – Start with Why, then How and then What. Your purpose will propel you.

3. Get a Coach – We must idealise a world where everyone has access to a coach. A Coach draws the best from you, helps you discover your mojo, enables you to pivot, celebrates your successes, helps you hone your strengths and keeps you on track towards definitive results.

I commended to a recent group coaching batch with this:

Visualize your future self in the present as if you've achieved it. What do you look like? How do people around you interact with you?

- *Who am I in twelve months?*
- *What have I have achieved?*
- *And what steps have I taken?*

So that you put it out there, and it proves prophetic and self-fulfilling in some manner, please share your Letter with your coach and those you love. Share it with your peer group if you can, so you can hold yourself accountable for its intentional fulfilment. You don't need to be coy about your aspirations. Announce it and help each other onward, higher and farther.

Allowing time for reflection over this weekend or the next, let's set a goal to complete or put it in by **Friday, January 31** - the close of this month.

And put it on our calendar too to catch up with yourself 11 months hence, Tuesday, December 30, 2025, perhaps with your peer group or with others.

Here's a *Brian Tracy* defined way to achieve your foremost goal. And to help you along:

- Take a clean sheet of paper and write down goals and today's date.
- Then write down 10 goals that you would like to accomplish in the next 12 months
- And write them in the present tense:



- » *I earn ...* » *I drive such and such a car ...*
- » *I achieve ...* » *I own ...*
- » *I weigh ...* » *I lead ...*

- Then you take this list of 10 and you say, "if I had a magic wand and I could wave this magic wand and I could have any one goal on my list within 24 hours, which one goal would have the greatest positive impact on my life?"
- And usually this will jump out at you ... pow!! Put a circle around that goal.

Now that's a goal you transfer to a clean sheet of paper and then you follow the 7 Success Steps:

1. Decide exactly what you want (done with the above)
2. Write it down
3. Set a deadline
4. Make a list of everything you have to do to accomplish it
5. Organize the list into a checklist — by sequence and priority
6. Take action
7. Do something everyday

If you will just do this, nothing can stop you but yourself ... Just do it! ■

Coaching Managers and Leaders for Personal Effectiveness

By Dexter Valles

Personal effectiveness can be learnt, and with practice, be perfected. In short, managers can be trained to be effective. However, to sustain the effectiveness to deliver results consistently, one needs to be coached. Coaching is an inside-out Process. One of gaining insight into self, increasing this self-awareness to levels of predicting one's patterns of behaviour, devising methods to deal with those patterns and developing a healthy appetite to continue creating options for growth -- for self and team.

Effective management, as we know, is about doing the right things at the right time, for the people we manage and lead. Some managers are super strategists and others are vividly visionary. Some are leaders from the front, others create leaders for the front. Coaching often is about leading or influencing from behind. The coach is the invisible force propelling people to fulfil their potential by finding resourcefulness within themselves. Coaches don't leave their own fingerprints on the job.

Here are some areas coaches may be called to direct their attention to, whilst always remembering to coach the person, not the result, which must flow from the person.

To support their coachees:

- Appreciate, seek and practice how to perform within and transition from effective self to effective team spirit
- Comprehend and leverage their roles as effective executives, managers or leaders in order to create and foster personal and professional effectiveness in themselves and in each team member
- Work out solutions for themselves by thorough self-involvement, exploring options to achieve tasks and targets along with the relationships attached to them.
- Develop balanced and engaged interpersonal

Creating and Leveraging Personal Effectiveness @ Work



communication to facilitate positive outcomes in managing tasks at work and relationships that must deliver results

- Identify and chart personal effectiveness improvement plans for self, and support the team in doing so too, in an atmosphere of authenticity, trust and transparency.

As a coach, you surely have your own experiences which reflect these observations. Perhaps even more. Write in with your own coaching wisdom and insights ■

"The coach is the invisible force propelling people to fulfil their potential by finding resourcefulness within themselves. Coaches don't leave their own fingerprints on the job"

AI into Opportunity for Coaches

By Sandeep Kalra

Geoffrey Hinton, computer scientist and AI pioneer, resigned from Google last year to speak freely about the potential dangers of AI.

Hinton's concerns include:

- AI could eliminate rote jobs
- AI could endanger humanity if it gets "smarter than people"

The clouds of AI loom large over the coaching profession too. The keynote address by *Jeffrey Hull*, Executive Director at the Institute of Coaching (affiliated with Harvard Medical School) and Clinical Instructor in Psychology at Harvard Medical School, titled "The Sky's the Limit: Trends in the Science and Future of Coaching", presented several thought-provoking insights:

1. The permanence of AI means coaches must distinguish themselves through human connection, empathy, inclusion, intuition, and creativity.
2. Continuous personal and professional growth is essential for coaches, extending beyond merely asking



open-ended questions to encompass a broader and deeper understanding.

3. Research has established the ripple effects of coaching, demonstrating its impact on multiple levels within organizations.

4. Coaches should recognize the importance of connecting with nature; drawing on research by *David Strayer* of the University of Utah, which highlights the positive effects of nature on learning and creativity, particularly when disconnected from technology. The students who have access to nature are 25% more effective learners. ■

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New Credentials



Venkatrama Chittur
awarded PCC



Anne Williams Dias
awarded ACC

Congratulations to all!

Membership Update

- ▶ Members as of Dec 31, 2024: **141**
- ▶ Affiliates as of Dec 31, 2024: **60**
- ▶ New joiners in December 2024: **1**

THOUGHT

Self awareness is the ability to take an honest look at your life without any attachment to it being right or wrong, good or bad

- Debbie Ford

Join ICF Mumbai Charter Chapter today: memberships.icfmumbaichapter@gmail.com